

Chico Theater Company Inc

Executive Director / CEO

EIN 320087023

CA · NTEE A65

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Marc Edson, Executive Director / CEO** (\$138,005) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

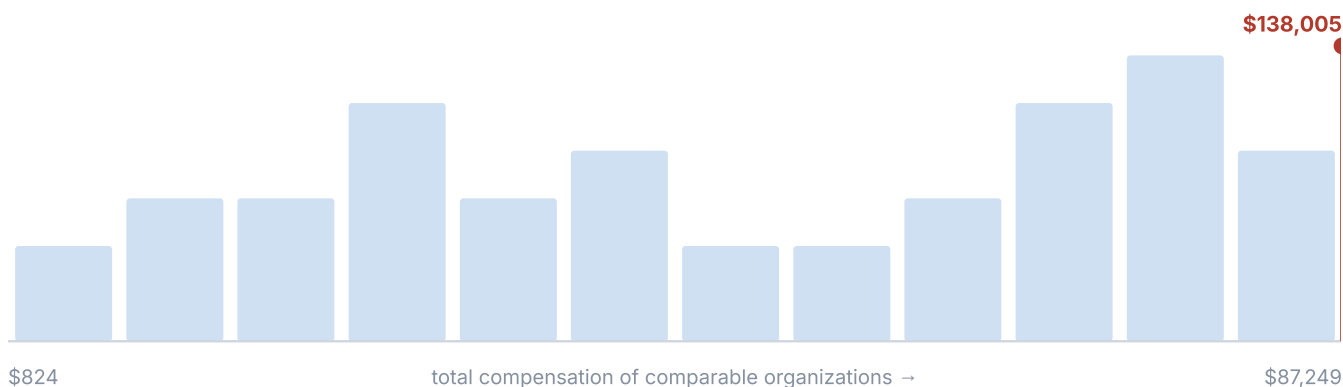
Benchmarked executive: Marc Edson — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$276,612 and \$619,281 — 0.67x to 1.50x the subject's \$412,854 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65) + CA + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,132	\$25,495	\$45,470	\$70,727	\$79,850	\$138,005
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Playwrights Foundation Inc	CA	\$409,712	Exec Artisti	\$57,051	\$58,560	2024
Center Stage Theatrical Productions	CA	\$419,146	Artistic Dir	\$66,687	\$68,451	2024
Skylight Theatre Company	CA	\$405,316	Executive Director	\$85,000	\$87,249	2024
Rocklin Community Theatre	CA	\$422,636	Executive Director	\$22,709	\$23,310	2024
South Orange County Community Theatre	CA	\$426,433	President	\$9,000	\$9,000	2025
Santa Monica Theatre Guild	CA	\$397,778	Member	\$27,615	\$28,346	2024
Shakespeare By The Sea	CA	\$431,335	Board Member	\$59,626	\$61,204	2024
Cyt Tri-valley Inc	CA	\$433,816	Managing Director	\$40,455	\$41,525	2024
Yorba Linda Spotlight Theater Company	CA	\$391,469	Studio Manager	\$69,564	\$71,405	2024
Silicon Valley Shakespeare	CA	\$435,774	Executive Director	\$40,000	\$42,271	2023
Sonoma Arts Live	CA	\$387,782	President	\$3,325	\$3,413	2024
Ojai Playwrights Conference	CA	\$439,363	Managing Director	\$40,000	\$41,058	2024
Golden Thread Productions	CA	\$374,921	Exec Artist Dir	\$72,000	\$73,905	2024
Ensemble Studio Theatre The La Project	CA	\$372,384	Artistic Director	\$14,500	\$15,323	2023
Playful People Productions	CA	\$463,684	Executive Dir.	\$12,557	\$12,889	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Art City Theatre	CA	\$352,132	Founder/arti	\$23,500	\$24,122	2024
Theatre Forty	CA	\$343,128	Secretary	\$61,354	\$61,354	2025
Jean Shelton Foundation	CA	\$338,712	Executive Director	\$15,000	\$15,397	2024
Childrens Musical Theatreworks Inc	CA	\$336,869	Executive Dir.	\$12,000	\$12,318	2024
Theatre Rhinoceros Inc	CA	\$336,121	Executive Dir.	\$78,500	\$78,500	2025
Los Angeles Theatresports	CA	\$333,547	Board Member	\$780	\$824	2023
Musical Youth Artist Repertory Theatre	CA	\$332,871	President	\$75,955	\$80,268	2023
Theatre 831	CA	\$494,859	Artistic Director	\$50,400	\$53,262	2023
One More Productions Inc	CA	\$498,048	President	\$80,514	\$82,644	2024
Prospect Theater Project	CA	\$500,736	Executive Dir.	\$29,449	\$30,228	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 42 organizations. Compensation range \$824–\$87,249; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$412,854); for reference, expenses \$451,123 and assets \$843,658.

ROLE MATCH Marc Edson, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	98 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Marc Edson) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 42 similarly situated organizations (Same NTEE sector (A65) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,005 is reasonable (approximately the 100th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.